



CF 29 NEWSLETTER

INSIDE THIS
ISSUE:

ICMA Conference in Minneapolis— By Julie Floyd

ICMA Conference in Minneapolis	1
Reading Shelf	
Keynote Speaker Energizes Crowd at Opening of ICMA's 91st Annual Conference	2
ICMA Memberships	3
Planning Begins for the Next CF 29 Forum	
Dealing with Change—Part II	4
Career Field 29 Survey Results	
New Annual Constitution Initiative Training	5
Upcoming GPC Classes	

A Team of IMA employees, including several CF 29 members, attended the 91st Annual International City/County Management Association (ICMA) Conference in Minneapolis, MN. Attendees were: Mr. Larry Olson, Director, Human Resources, HQ IMA; Ms. Andre Binder, Base Operations Manager, 409th BSB, Vilseck, Germany; Mr. Curtis Clark, Base Operations Manager, 100th ASG, Grafenwoehr, Germany; Mr. Chuck Munson, Deputy Garrison Commander, Fort A. P. Hill, VA; Mr. Chris Saucedo, Base Operations Manager, 282nd BSR, Hohenfels, Germany; Ms. Mary Himic, HQ IMA Plans; Ms. Julie Floyd, HQ IMA WorkForce Development (WFD), and Timothy Wahlig, IMA Northwest Region.

Over 3,000 ICMA members, including numerous international members, attended the conference which consisted of a broad array of training and networking opportunities. There were inspiring Keynote presentations such as ***Dream Big***, by Kevin Carroll and ***Community Engagement in a Changing America***, by Robert Putman, full and half day University Forums and Workshops on topics such as ***Persuasion and Influence***, one-on-one roundtable discussions on specific topics, a large exhibits area, a bookstore, and a Tech City classroom demonstrating the latest technology solutions such as uses for tablet PCs. Participants could also focus their schedules towards 12 different tracks such as ***Managing in a Changing Society, Personal Leadership and Life Balance Skills, Workplace Challenges*** and ***Creating Community***.

Mr. Chuck Munson represented IMA by serving as a resource on a panel called "***Mission Growth and Military Encroachment as a Result of BRAC***". This panel chaired by Ms. Janice Larkin, OSD Range Sustainability Initiative, was attended by City Managers with a keen interest in the military Installation perspective. Mr. Munson's experience in encroachment, rezoning and development in Spotsylvania County, VA influenced ICMA's invitation decision for his participation on the panel.

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"Avoiding danger is no safer in the long run than outright exposure. Life is either a daring adventure or nothing." —Helen Keller

Reading Shelf

By Julie Floyd

Women are changing the practice of power in organizations. Read the accumulated wisdom of 40 powerful influential leaders in the recently released book, ***Enlightened Power: How Women are Transforming the Practice of Leadership***, edited by Linda Coughlin. Among the many notable contributors are Rear Admiral Deborah A. Loewer, USN, former Vice Commander of Military Sealift Command, and a Forward written by David Gergen – former Presidential Advisor.

Customer Centered Six Sigma: Linking Customers, Process Improvement, and Financial Results by Earl Naumann and Steven H. Hoisington provides readers with a fundamental, yet comprehensive, approach to thoroughly involving customer requirements into all aspects of your organization's business.

This book offers a very basic understanding of the Six Sigma initiative, placing heavy emphasis on the consideration and implementation of customer input throughout the process. The authors present a high-level review of basic Six Sigma tools for gathering customer requirements, conducting customer satisfaction surveys, and managing organizational processes and opportunities based upon customer input. The entire book discusses the involvement and alignment of the customer with the organization's processes and culture. Each chapter's points are reinforced with case-studies which emphasize key lessons learned.

This newsletter is published quarterly to share information, to support CF 29 managers and employees in accomplishing their mission, to share professional development opportunities, and to disseminate information across IMA.

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Keynote Speaker Energizes Crowd at Opening of ICMA's 91st Annual Conference

Keynote speaker Kevin Carroll started the 91st ICMA Annual Conference off on a high energy level at Sunday's Opening General Session as he urged his audience to blur the line between work and play and unleash their creative possibilities.

Carroll, who is best known for his storytelling skills and tenure at NIKE helping that company deepen its understanding of athletic product performance, build strong teams, and create a positive corporate culture, electrified the audience with his bag of tricks and bottles of magic.

Carroll used a trunkful of props to illustrate his points and extensively involved the audience throughout the presentation. His most important prop, he said, was the 26-year-old red rubber ball he's taken around the world that, he claimed, had taught him courage, discipline, sacrifice, challenge, and how to dream big and make the dreams come true.

Today, Carroll has a collection of balls from all over the world—only they're not red—the most unique of which came from Uganda and was made from dried banana leaves. "What is your red rubber ball?" he asked. "What excites you?"

Convention attendees who found cards with the letter "K" on their chairs were enlisted to participate in the fun and games. Everyone who participated went away with gifts, usually books. Most of them also got a liberal dose of "magic" poured out of a blue magic bottle "to uncork the possibilities."

"We should always have something around us to remind us of play," Carroll explained, as he pulled out an array of toys and books from his trunk.

Taking risks is high on Carroll's list of "must do's." So is smiling and doing the work that gets no accolades now but prepares you well for times when chaos reigns.

Carroll urged everyone to keep in mind that there are 86,400 seconds in a day. Get excited about using every one of them, he said, as if every second is worth a dollar.

Value people and let them know it, and do it every day. Never forget to dream, stay positive in your attitude, and make a difference in some person's life every day, Carroll advised. ICMA President Tom Lundy welcomed convention attendees to the Opening General Session and presided over the program. As the audience assembled, they enjoyed the instrumental selections of Pat Donohue, Dan Newton, and Gary Raynor. The Minneapolis Police Department Color Guard presented colors and a trio composed of Amanda Shilling, Andrew Shukle, and sister Katherine Shukle sang the national anthem.

President Lundy thanked board members and ICMA members for answering the calls to help shape ICMA's future during the past year. "Almost everyone I asked to get involved, did so," he said. "I thank each of you for making a difference."

It was a year of many changes, Lundy said, including new programs, staff changes, and many innovations.

"The past year has exceeded my expectations," he said, as he shared many of his visits around the country talking with members everywhere.

Joan McCallen, president and CEO of ICMA-RC, principal sponsor of the conference, said it was a privilege to be in that role and reminded everyone that ICMA created her organization 33 years ago. She also noted that ICMA-RC had recently made a donation to the American Red Cross hurricane relief fund in ICMA's name.

The Honorable Barbara Johnson, Minneapolis City Councilmember, and the Honorable Randy Johnson, chair, Hennepin County Board of Commissioners, both welcomed conference attendees to Minneapolis, which was the site of an ICMA conference 33 years ago. "Enjoy our hospitality," Johnson urged.

The Host Committee presented ICMA with the traditional gift to be displayed in its Washington office. The gift was a wall hanging of the state of Minnesota crossed by two canoe paddles, one bearing a lakes scene and the other with scenes of downtown Minneapolis.

Allen Vendelbo, chief executive, Ballerup Kommune, Denmark, brought greetings on behalf of the international attendees from 19 countries. The conference, he said, is a unique opportunity to meet and exchange ideas across cultures.

John Weichsel of Southington, Conn., was honored for 50 years of service to the profession. Other ICMA members with 25, 30, 35, 40, and 45 years of service were also recognized. Recipients of professional and program excellence awards were introduced and will be honored at Wednesday's Closing General Session.

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ICMA is the leading organization for information on professional local government management. Its membership includes city managers, county managers, and other chief appointed officials and assistants in local governments throughout the world. ICMA's mission is to create excellence in local government by developing and fostering professional local government management worldwide.

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OCTOBER 2005



Sun	Mon	Tue	Wed	Thu	Fri	Sat	SCHEDULE OF EVENTS 02 OCT—Army Ten-Miler 03—05 Oct— AUSA 10 OCT—Columbus Day 23 OCT—18 NOV—Harvard SEF Program 31 OCT—3 NOV—Garrison Commanders Conference
						1	
2 Army Ten-Miler	3 AUSA	4 AUSA	5 AUSA	6	7	8	
9	10 Columbus Day	11	12	13	14	15	
16	17	18	19	20	21	22	
23 Harvard SEF Program Starts	24	25	26	27	28	29	
30	31 Garrison Commanders Conference Begins						

“Courage is fear holding on a minute longer” - General George S. Patton

ICMA Memberships

If you are a new CF 29 member, are you receiving the benefits of ICMA membership? IMA supports the membership fees for the CF 29 community. If you are not receiving or have not received membership materials please contact ICMA, Sean Tolliver, email stolliver@icma.mil or 202-962-3590.

Planning Begins for the Next CF 29 Forum

By Julie Floyd

Working with our partners at the International City/County Management Association (ICMA), IMA Workforce Development and Plans (CF 29 Career Field Manager) have begun planning for next year's CF 29 Forum. While the exact dates are not yet set, it is projected to be held in late Spring 06.

The CF 29 Forum is a mandatory training event held for the CF 29 Community at which members acquire the latest information for installation management and engage in networking and training opportunities. In previous years the Forum was held concurrently with other ICMA events such as Best Practices. ICMA will not present a Best Practices event next year as that event is undergoing revision. Instead, next year's Forum is expected to be a stand alone IMA event created jointly with ICMA assistance. A Tiger Team is being established which will help determine the location and dates of the conference and make recommendations on the conference agenda.

Approximately 15 CONUS locations are under consideration for factors including cost, availability and transportation accessibility. Representing the CF 29 community on the Tiger Team are Ms. JoAnn Blanks, Deputy to the Garrison Commander, Fort Belvoir, Mr. William Kapaku, Executive Assistant (Base Operations), Camp Red Cloud, Korea, and Mr. Charles Munson, Deputy to the Garrison Commander, Fort A.P. Hill. The input and suggestions from participants at this year's Best Practice event in Austin will also be considered. One major new feature expected for next year's Forum is to include more time for participants to work together on specific installation management problems or issues and have the opportunity to provide their recommendations and solutions.

NOVEMBER 2005



SUN	MON	TUE	WED	THU	FRI	SAT	SCHEDULE OF EVENTS
		1	2	3 Garrison Commanders Conference Ends	4	5	8 Nov—Election Day
6	7	8 ELECTION DAY	9	10	11 Veterans Day	12	11 Nov – Veteran's Day
13	14	15	16	17	18 Harvard SEF Program Ends	19	18 Nov—Harvard SEF Program Ends
20	21	22	23	24 Thanksgiving Day	25	26	24 Nov – Thanksgiving
27	28	29	30				

Dealing with Change – Part II.— Submitted by Julie Floyd

In the last newsletter we discussed dealing with change and promised to run the entirety of an article provided by ICMA that offers practical insights into this topic. This article focuses on the growth and development of an organization's culture and how this culture can facilitate or inhibit output. It examines the process of self-examination and revision followed by the city of Spruce Grove, Alberta, Canada and outlines the necessary steps for analyzing and changing an organization's culture. Learn how they identified administrative practices and policies, guiding principles, and fiscal impacts of organizational change. To access entire article go to <http://www.ima.army.mil/sites/hr/wfd/Dealling%20with%20change%20part%202.doc>

Career Field 29 Survey Results — By Julie Floyd

Thank you to everyone who completed the CF 29 member survey in the last newsletter. To date we received 34 completed surveys. From those surveys, here is what we know about the demographics of the CF 29 community who responded.

- 91% were male; 9% female
- Grade levels represented by total number of surveys: 2 – GS 12; 8-GS-13; 7-GS-14; 17-GS-15
- 15% were below age 45; 35% aged 46-55; 38% aged 56-60; 12% above age 60.
- Average number of years in current position: 4 years. Highest 20 years. Lowest 2 months.
- Average years of Federal Service: 29
- Highest number of years of Federal Service: 50. Lowest: 2 years.
- 17 respondents had a Masters Degree; 8 Bachelors; 1 Associate
- Primary field of study was in a Business related type of degree.
- 57% had no plans to retire within the next 5 years; 23% planned to retire
- 74% had prior military service. Of those, 92% of their military service was in the Army. 8% in the Air Force. 68% had retired from military service.
- 52% had not yet graduated from the Garrison Pre-Command Course.
- 64% had attended a Senior Service School.

DECEMBER 2005



SUN	MON	TUE	WED	THU	FRI	SAT	SCHEDULE OF EVENTS
				1	2	3	25 Dec— Christmas Day
4	5	6	7	8	9	10	26 Dec—Christmas Day Holiday Hanukkah Kwanzaa Begins
11	12	13	14	15	16	17	31 Dec—New Year's Eve
18	19	20	21	22	23	24	
25 Christmas Day	26 Holiday Hanukkah Kwanzaa Begins	27	28	29	30	31 New Year's Eve	

Upcoming Garrison PreCommand (GPC) Classes

The next offering of GPC Classes will be as follows:

GPC06-2, 27 Feb—24 Mar 06

GPC06-3, 17 Apr—12 May 06

GPC06-4, 10 Jul—04 Aug 06,

GPC07-1, 11 Sep—06 Oct 06

GPC is a mandatory course for all Deputy to Garrison Commanders. For more information on training and education opportunities, please visit:

www.ima.army.mil/sites/hr/workforce.asp

CALL FOR ARTICLES

This newsletter is published quarterly. Regional and Garrison CF 29 Managers are encouraged to submit articles for this publication to share their best practices and recognize the accomplishments of CF 29 personnel.

Next projected publication — 06-Jan-06

Article submission deadline — 1-Dec-05

Send articles to doris.davidson@hqda.army.mil

If you can't convince them, confuse them — Harry S. Truman

New Annual Constitution Initiative Training

By Julie Floyd

Washington, D.C. - In an historic event, the U.S. Office of Personnel Management (OPM) hosted a government wide ceremony to launch a Constitution Initiative at the National Archives and Records Administration (NARA) in Washington, D.C. NARA served as a co-sponsor of the event. The Constitution Initiative, enacted through the Fiscal Year 2005 Omnibus Appropriations Act, requires each department and agency head to provide education and training materials about the U.S. Constitution for new federal employees during their orientation. Additionally, all Federal employees will receive training each year thereafter on 17 September, the anniversary of the signing of the Constitution.

OPM Director Linda M. Springer said, "The foundation of the civil service is based on the U.S. Constitution. Implementing this legislation will strengthen its effectiveness and that of all federal employees." Notable guests including Allen Weinstein, the Archivist of the United States; the Honorable William K. Kelley, White House Deputy Counsel; and Senator Robert C. Byrd joined Director Springer in commemorating the event. Department and agency heads, chief human capital officers and other key federal leaders charged with implementing the Constitution Initiative were also in attendance. There was a ceremonial Oath of Office taken by federal employees in attendance administered by White House Deputy Counsel William K. Kelley.

As part of the initiative, OPM has developed Constitution education and training materials for all Executive branch agencies that will include information regarding the Constitution and the Oath of Office. Concurrent with this initiative, OPM will encourage agencies to reaffirm the federal Oath of Office with their staff to emphasize the high standards of civil service and principles of the Constitution that employees are sworn to serve.